

CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

April-May, 1984
No. 43

13

CF Diverting Union Work to Brokers

The nation's largest freight carrier is engaged in a massive diversion of work to brokers while the International Union stands by watching. If allowed to continue and spread, this practice will not only cost thousands of prime union jobs, but it will cut the muscle of the contract by providing big carriers with a ready fleet of scabs to use as leverage in the upcoming negotiations for the NMFA.

Consolidated Freightways began diverting road drivers' work to brokers in the south some time ago, then it spread through the east, and now into the west. Hundreds of runs are being diverted, sometimes the best paying ones.

While the International is doing nothing, many drivers and some local unions are trying to do what they can to fight back.

CF's Arrowhead Division and independents are pulling the loads, with management using the excuse that they are overflow loads or they do not have the equipment to handle them. The drivers sitting at home or seeing the tractors parked against the fence know better.

The company recently announced record profits after taxes of \$65.5 million for 1983, and record revenue of \$1,355 million, topping both Roadway and Leaseway by about \$100 million. CF also managed to scrape up \$587,000 to pay its chairman, Raymond F. O'Brien. They hardly cry poor.

Chicopee Strike

Drivers in Local 404 at the *Chicopee Falls, Mass.* (near Springfield) terminal struck on April 11 for three hours in protest. Local 404 President Al Tardy claims the company then said they would stop bringing brokers in to pull loads.

In *Columbus, Ohio*, drivers put up an informational picket line for four days but then word came down from within the union for drivers to take it down. Four stewards resigned in protest.

In the *South* CF stewards went to the Biloxi grievance panel and asked for a meeting with Conference Director Joe Morgan. He said no. To add insult to injury, some of the stewards got warning letters for attending the panel.

In *Charlotte, N.C.* the Local 71 business agent says he wrote to Presser about the problem and the reply was to file a grievance. Charlotte steward Herman Walker says, "We

better make a stand this time or we're going to be on the outside looking in." Walker says that the company claims they don't have the equipment to handle all their freight, but notes there are usually 20 or more tractors sitting in the yard.

Drivers in *Memphis* told us that it is the best runs, the longest runs, that are going to Arrowhead.

In *Ft. Wayne, In.* drivers say they exhaust the road board and then bring in the brokers, and the company says tonnage is up and going to go up more soon.

Drivers in *Atlanta* note that there were over 40 loads pulled by brokers in just one weekend in April. Reportedly, terminal management wanted to hire seven drivers but were told no by top management. 42 drivers signed a petition requesting a new business agent, in an effort to get decent representation.

Pocono, Penn. reports the same problem and same lack of action as most other relay stations report.

The Problem Moves West

Now the diversion has hit the West. In early April, CF's labor man for the West, Charles Dickman, toured 16 terminals to explain CF's plan to use owner operators. He had a chart showing the trucking industry has peaks and valleys, to strengthen his story. He also promised that CF will hire 200 drivers system-wide within a year.

At *Sacramento* the drivers started asking hard questions, but Dickman "didn't have time." He wasn't so polite in *Fernley, Nevada*. He told the drivers if they didn't like it they could work elsewhere, and CF would not take any guff from the union.

Drivers were promised there would be no loss of jobs or earning power.

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McLean wives picket Lebanon, Penn. terminal. Story, page 5.

TDU Considers Legal Action

Facts Behind Central States Pension Deal

In early April hundreds of thousands of Teamsters covered by the Central States Southeast and Southwest Areas Pension Fund received a notice in the mail regarding a proposed settlement of some very important class action suits.

TDU has decided that while the proposed settlement would make important improvements for some, it is potentially dangerous and needs to be reformed. Accordingly, TDU members will be going to court in May to seek additional relief and hopefully to protect those whose pension rights could be injured by the settlement.

Here we present some basic information on this settlement. If you have more questions or comments, please write to the TDU office.

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Q. Where does this proposed settlement come from?

A. From two class-action cases filed in 1976 and 1979 (called *Sullivan*, and

Dutchak) by Teamsters who were denied pensions. In addition, the major case filed by the Secretary of Labor in 1978 would be settled as part of this proposed package.

Q. What is the relationship of this settlement and the Dept. of Labor suit to remove the trustees and protect the pension moneys?

A. The Labor Department got the Fund Trustees (Presser, Williams, Morgan, Holmes and other union trustees along with the employer trustees) to resign in 1977-8, and brought in independent money managers to oversee all investments to stop the Fund from being the "Mafia's bank."

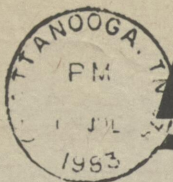
In 1982 the Fund settled part of the Labor Department lawsuit by agreeing to continue these safeguards for at least ten years. But the Labor Department is still demanding that those union officials and employers pay \$37 million into the Fund, to replace assets lost due to their gross mismanagement

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**TDU
West Coast
Conference**

**See p.11 for
Details**

Teamsters For A Democratic Union
P.O. Box 10128
Detroit, Michigan 48201
(313) 842-2600



From the Members

Fight to Keep Carhaul Rates

We have to fight to keep the pay scale in carhaul that has been negotiated. For companies such as Leaseway and Ryder Systems to dictate to the union 1/2 rate agreements and running mile while they are making money is pure nonsense. To use the excuse that they must compete with the railroad is insanity. They will put freight on the rail even if we pulled it for nothing.

Billy Gettier
Local 822
Chesapeake, VA

Bankruptcy Decision Unjust

The following letter was submitted by a Local 600 member, and was originally sent to the five Supreme Court Justices who were in favor of the ruling that allows union contracts to be abrogated when a company goes bankrupt.

After reading of your decision I feel that I must write this letter to each of you on behalf of all people working under a union contract. I cannot help but think of the injustice you five justices of the highest court of our land have bestowed upon all working people of our nation.

I am very concerned about this decision as this opens the door for many companies to over-purchase equipment, acquire failing companies and etc. knowing that in six months to a year they cannot make payments, and can then file for bankruptcy.

It is no secret that our federal government is bankrupt. Perhaps the five of you would set aside your retirement income, vacation, holidays, health benefits and take one-half of your salary until the government is back on its feet again. The difference here is that you have the choice, but deny this to the many workers under a union contract.

I am writing this letter after being hospitalized. I was in this same hospital three years ago and the end result was triple bypass surgery. Surely you know the expense of an operation of this magnitude. I never could have had these operations if it

weren't for the Teamsters' negotiated contract with the trucking industry. Many lives have been saved through health and welfare plans under union contracts.

I truly believe it is the intention of your decisions to eliminate any and all organization of labor that does not fit into the rich man's plan.

John E. Saleourin
Local 600
St. Louis, MO
Middlewest Freightways

Stop Nonunion Work at UPS

There are many jobs currently performed by nonunion personnel at all levels of the UPS Next Day Air operation. It is quite apparent that the NDA service is highly organized and functioning well. How is it that UPS can continue to subcontract work that could and should be done by Teamsters?

James A. Boyd
Local 512
Middleburg, FL

Election of Officers Needed

I believe that the rank and file should elect their BAs, and also be able to vote for the general president and all of the International officers.

Earl Wymer
Local 175
Nitro, WV

Corrections

The February 1984 CD contained an error in an article about the battle in Chicago Local 705 for the right to elect stewards. Scot Lad driver Archie Cook was quoted in remarks he made at a rally for elected stewards to the effect that his steward had not filed grievances. Actually, he was making the point that his steward had not had to file grievances because he was effectively dealing with them at the shop level. Cook later told CD, "Good stewards can be the backbone of the union. I would be the first to vote for our present steward, when we win the right to vote."

Also in the February CD, due to a typographical error Emil Abate's statement in the centerfold read "protection from part-timers" instead of "protection for part-timers" as it should have read.

Let the Members Decide for Themselves

After having approached Local 995 Secretary-Treasurer Dick Thomas, on several occasions, about putting *Convoy Dispatch* in the local hall for distribution to the members, his answer was, "No way." He said anybody that tries to do that would meet the full resistance of the local and would be heading for a rocky road.

When asked why he had that attitude, he said that TDU is nothing but a radical organization that is up to no good. I told him from what I can see their only intent is to make sure Teamster members get all the information they can about their union.

He also claimed that one of TDU's financial supporters was the National Right to Work Committee and he said he could get me documentation on this. When I recently asked him where this information was, he said it was coming from the International. I have to wonder how accurate this information will be, if and when I get it, if it's coming from the International.

I also have to wonder why the local is so reluctant to let the members have access to such material and let them make up their own minds if it's good or not. I have given copies of CD out to our members and have yet to hear any negative feedback.

Charles F. Simmons
Trustee Local 995
Las Vegas, NV

TDU Steering Committee

Co-Chairs:

Doug Allan, Local 208
Mike Belzer, Local 705
Pete Camarata, Local 299
Bilal Chaka, Local 692

Organizer:

Ken Paff, Local 407

Trustees:

Dominick Buscemi, Local 773
Mike Friedman, Local 407
Maralee Smith, Local 142

Members:

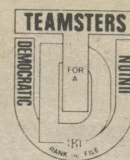
Jerry Bliss, Local 337
Cliff Coonley, Local 600
Jerry Gaimari, Local 404
Linda Gregg, Local 435
Charles Helton, Local 515
Kyle Ray, Local 413
Jim Wardell, Local 710

Alternates:

Emil Abate, Local 853
Brian Elliott, Local 966

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1983 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights**, then how about joining us?

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Quotation of the Month

"God, not the state, has given the right to form free trade unions."

"A just wage for the worker is the ultimate test of whether any economic system is functioning justly."

Pope John Paul II



Washington Watch

High Court Backs Driver Refusing an Unsafe Truck

Amid all of the anti-labor decisions from federal agencies and courts, a major victory for truck drivers was handed down by the U.S. Supreme Court on March 21, when by a 5-4 vote it gave individual employees protection for activities stemming from collective bargaining agreements.

In *NLRB v City Disposal*, the court ruled that a union truck driver, who refused to drive a truck that he believed was unsafe, was engaged in protected activity, and could not be discharged. In making this decision the court relied on the collective bargaining agreement, which provided that "the employer shall not require employees to take out on the streets or public highways any vehicle that is not in safe operating condition or equipped with safety appliances prescribed by law. It shall not be a violation of the agreement where employees refuse to operate such equipment unless such refusal is unjustified."

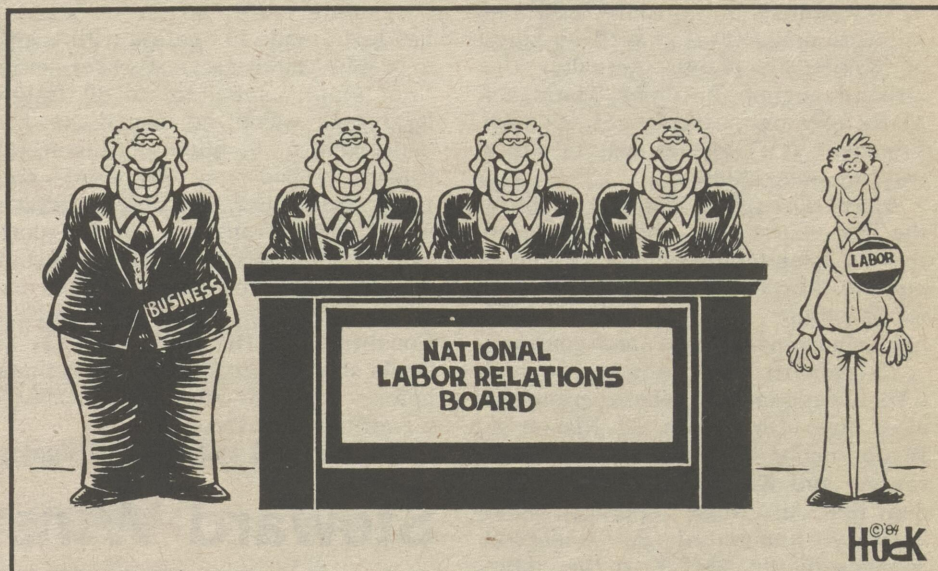
This clause is practically identical to Article 16, Section 1 of the National Master Freight Agreement, and similar clauses in other major trucking contracts.

In *City Disposal*, Detroit Teamster James Brown was ordered to drive a truck which had nearly collided with his the day before because of brake problems. He refused because something was wrong with the brakes, and was fired.

Detroit Local 247 refused to even process his grievance (an all-too-common situation), and Brown then went to the NLRB. The Supreme Court ruled the NLRB was right in ordering his reinstatement with back-pay, interest, full benefits and seniority. Brown broke down in tears when he learned of the decision in his favor on the nightly TV news in Detroit.

The court stated that although the NLRB only protected "collective, concerted" activity, that Brown while acting alone, was acting to enforce the collective bargaining agreement. Prior to this decision lower courts have been divided on this issue, which is so vital to the interests of truck drivers, who work alone normally and also are frequently asked to drive unsafe equipment.

This decision comes on the heels of a major anti-labor decision by the NLRB



itself in the case of *Meyers Industries*, where a non-union truck driver refused to drive a dangerous truck, but the NLRB found that this was not collective activity because he was acting to enforce the law and DOT regulations, not a collective bargaining agreement. That decision is now being appealed to the courts by TDU attorney Ellis Boal.

Arthur Fox, who has represented dozens of drivers in safety cases over the years, cautions that the Supreme Court case, while a major victory, could be undercut by an NLRB determined to water down the rights of

workers.

It should be noted that while most trucking contracts do have a right to refuse unsafe work, not all do. It was this clause which caused the NLRB to rule that Brown was acting to enforce his contract.

Even if a contract has no such language, refusal to work could possibly be NLRB-protected, if it involved collective activity.

The *City Disposal* decision was not only a victory for James Brown, who was abandoned by his union, but for all Teamsters.

Pensions Cont.

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of pension money. This settlement would compromise that claim and produce only \$2 million recovery (instead of \$37 million). That \$2 million would be paid by Lloyds of London. The ex-Trustees would not have to pay one penny. (Interestingly, \$2 million is the limit of the Lloyds' insurance. No wonder the Fund only wants to collect that much from Presser and the others.

Q. What impact would the proposed settlement have on Teamsters now receiving a pension or working under the Central States plan?

A. For the majority, no effect. People who receive full pensions will continue to do so. Employers will continue to make the same contributions. But it could be very important to some groups of Teamsters.

Q. What are the positive parts of the proposed settlement?

A. There is one important benefit gained in it. Break-in-service rules required by ERISA (the pension reform act of 1974) would become retroactive back to 1955. Teamsters who were denied a pension but who would have been able to qualify after the rules changed in 1975 due to ERISA, could gain a pension. This will primarily affect older people who retired a long time ago and were denied a pension either because they didn't have three years of vesting credit after 1970, or because they lost too much credit due to the Fund's pre-ERISA strict break-in-service rules. The settlement would abolish the 1970 rule, and would retroactively apply the ERISA break-in-service rule,

which is basically that you only lose your pension credits by leaving the Fund for more years than your previous years of credited service.

The other listed benefits of the settlement are either relatively minor, or already legal requirements anyway. There is a very small increase in Disability Benefits already being paid out. There is a vague promise that the Fund will try to establish reciprocity with more Teamster plans.

Q. Where will the money come from to pay these older retirees who might now qualify for vested pensions?

A. The settlement would take \$35 million from the pension fund and set it aside for this purpose. The Fund states it can absorb this loss without cutting anyone's benefits. But if the \$35 million set-aside is not enough, the Fund will be obligated to simply take out more money to cover it. This underlines the importance of the Labor Department's claim that the union and employer officials who squandered the funds should come up with this money.

Q. What about the 'Hardship Committee' the proposed settlement establishes?

A. It could be a good idea, but it appears to be mostly window-dressing. It will do little more than give pensions to those who would have a legal right to them and could likely win lawsuits against the Fund for wrongful denial of benefits.

Opposition to the Settlement

Q. What are the negative aspects of the proposed settlement?

A. The Secretary of Labor opposes it for some sound reasons. First, because the Trustees got off scot-free. And the Labor Department wants those employer and union officials barred from

regaining control of the Fund.

Even more important, TDU is concerned that if this settlement is allowed to stand, it could be very harmful to thousands of Teamsters who may be denied a pension in the future, due to unfair or arbitrary pension rules. This is because this settlement "disposes of all claims... which might be asserted upon any of the matters alleged in any of the complaints...."

Example: Right now certain Teamsters are suing the Fund who have been denied pensions because employers they worked for classified them as "casuals" for years and paid no contributions. If this is approved, they will probably be barred from recovery of their pensions.

Individuals denied a pension due to disputed facts of the case could still pursue legal remedies if this settlement goes through, but it could present serious problems to Teamsters who challenge unfair structure or rules.

In addition, the Fund suffers a net financial loss under this settlement. The recovery of funds is only \$2 million, and the lawyer is slated to get \$2.5 million as part of the deal!

Q. What will TDU do to try to correct this?

A. In May some TDU members with specific problems with this settlement will file opposition to it with the court. To protect your rights we need to hear from you right away. If the settlement could possibly cut off your rights to pension benefits, you must either retain an attorney to file objections, or submit your own objections directly to the court by May 21. But also please inform the TDU office, so that we may possibly incorporate them into our

objection before it is filed. A hearing is presently scheduled for June 14 in Chicago to decide these matters.

Q. In the long run, what can we do to safeguard and improve our pensions?

A. Join with those Teamsters who are working to strengthen our union and improve our pensions. It was TDUs who settled a class action suit against the Central States Trustees to restore nearly \$3 million to our Fund, lost in a deal involving the notorious Allen Dorfman. It was TDUs who sued when the Central States Health and Welfare Fund began to cut off benefits to Teamsters who work for employers where the union failed to enforce contractual pension contributions. When nearly 200 Kroger bakers (some with 40 years) had their pensions stolen, TDU was there, and they won. But we are only as strong as those who pitch in. Join TDU and be part of the solution.

Washington Office

This page is devoted to news from the Washington office of TDU — formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design — the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street, N.W., Room 612
Washington, D.C. 20036
(202) 785-3707

Fight Against CT's Union Busting

Union Strikes Mason & Dixon

On April 9 Teamsters went on strike at 70 terminals in the south, east and midwest against Mason & Dixon Lines of Kingsport, Tenn. Actually, the strike is against the union busting of Matty Maroun, owner of Central Transport (CT) and a host of other trucking companies.

After CT acquired Mason & Dixon at the first of the year, they announced that the King family would continue to operate the carrier and that they had no intention of using Chapter 11 bankruptcy to reject the union contract.

Like almost everything else out of CT's headquarters, these promises were lies. On March 29 Mason & Dixon declared Chapter 11 bankruptcy, and King resigned as president that day. Most important, management announced 23 unilateral changes in the NMFA on that date. They include:

- All drivers must buy a tractor within 90 days or quit.
- \$11/hr. for city and dock, 26c/mile for road.
- All dock workers must qualify to drive in 30 days or quit.
- All past practices, bids and seniority (except for layoffs) are abolished.
- Reduction in holidays, elimination of sick days, cut vacation times.
- Elimination of cost of living clause.
- Cuts in pension and health and welfare contributions, and many more contractual changes which together devastate the contract.

Same Old Story

In other words, CT did what it had done previously at other carriers it acquired — General Highway Express, Tucker, Superior Forwarding, U.S. Trucking—all of which went Chapter 11 and altered the contract. Now Mason & Dixon and Tucker are both on strike, and management is threatening to liquidate them (cease all operations). It is not known at this

time if this is a serious threat, or a bargaining tactic. So far no attempt has been made to operate with scabs.

In late March Jackie Presser sent a "get tough" telegram to all freight locals, in which he stated he had "received a number of disturbing reports concerning proposed contracts...involving companies affiliated with Central Transport, which reports raise issues concerning the standard nature of the proposed contracts and violations of the International Constitution." He went on to say all locals should contact the International before signing any contract with CT-affiliated carriers.

The telegram, and the strike against

Mason & Dixon, are welcome responses to Maroun's pattern of union busting. But there is a large dose of hypocrisy in the telegram.

Presser's own Local 507 in Cleveland signed one of the worst sweetheart deals, with CT's "D&S Leasing" to pay the same \$11 an hour that CT is imposing at Mason & Dixon and elsewhere. Local 507 later turned these workers over to Local 964. Cleveland freight Local 407 filed internal union charges against the deal, but to no avail.

What About Central?

The big question Teamsters are asking is, why not strike Central

Transport directly? Why not hit Maroun where it counts, a company he will not simply shut down and use as a write-off?

The union has more than adequate grounds to strike CT legally. Not only through deadlocking key grievances, but CT openly operates non-union terminals in Pennsylvania in defiance of the NMFA and has similarly defied the NMFA in St. Louis (where it took over Superior Forwarding) and in numerous other ways. Getting tough on a union buster like Maroun is welcome. But it should be done in the most intelligent way possible to preserve both our members' jobs and the contract.

Steward Wins Job and Clean Record

by Jesse Mize
Local 688, St. Louis

On September 23 of last year I was fired from my job at Loughman Cabinet Company after being accused of threatening a strike. Actually, all I did was file a grievance against a speedup, and make a speech to other workers in the lunchroom about what management was doing. I am a Local 688 steward.

Finally, I have won a complete victory, with back pay and a clean record. But it took a lot of fighting to win. Fortunately I had the help of Tom Hyatt, a St. Louis attorney who helps TDU members. First we won a hard-fought unemployment hearing, where the judge declared the company's charges false. Then based on the information from that hearing, Local 688 President Ron Gamache got the company to agree to a compromise settlement.

The proposed settlement gave me backpay, less one week, but gave up all back overtime and let the company label that one week a "suspension." I agreed to the settlement, but only after getting Gamache to agree to get

rid of the "suspension" and recover the lost overtime pay.

But instead, our union president let the company lawyer draft the settlement, totally in their favor. Along with my attorney we fired off letters to both Gamache and the NLRB, which wanted to drop my case after the settlement. The NLRB issued a complaint against the company.

Since the NLRB hearing would be far off, I asked Gamache to at least get the company to pay the settlement money. In response he told me that he would do nothing unless I dropped the NLRB charges against the company! It took the threat of court action to get Gamache to act, and he stated he did so "on the advice of his attorneys."

By this time the company gave in and paid the full back pay with overtime, and no suspension. I've been paid in full, \$830 more than Gamache had settled for and it took pressure on him to even get that partial amount.

This shows that fighting back, when you have a strong case, pays off. My union president broke his promises

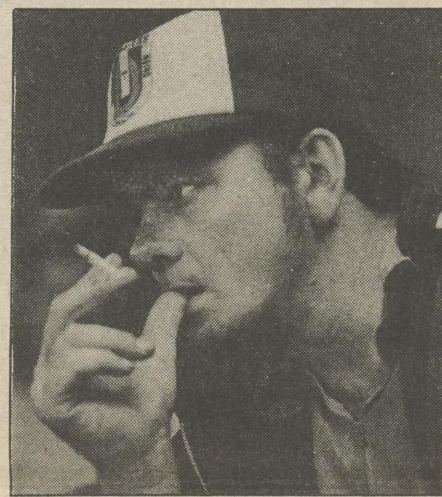


photo by Bob Gumpert

Local 688 Steward, Jesse Mize.

and even refused to enforce his own settlement. The NLRB also needed pressure to do their job. We need a leadership that fights for us, not one that sells us down the river. Mine is just one small case, but it shows what our officials do at contract time with subcontracting and other issues. The answer is to join TDU. And let's dump Gamache and other leaders who won't represent us.

Freight Lines

International Strikes Cook, Allegheny.

In a sudden action the International pulled members at Cook Motor Lines and Allegheny Freight Lines out on strike for one week. Teamsters at both of these regional carriers have been working without contracts for two years now. During this time the union took no apparent action to get the companies to sign, and members at both companies took pay cuts. Cook members in Charleston filed board charges against the cuts and were able to get some of the money returned.

As one driver explained, "This has been going on for two years, and all of a sudden out of the clear blue sky the union called us out on strike." During the strike it was impossible for members to get information from the union. Cook drivers even sent a telegram to the International, but got no reply back.

On Monday April 21 the International called the strike off after receiving a letter from the president of Cook saying that he would negotiate if the pickets were taken down. Now it looks as if both sides will pick up where they started from two years ago.

Presser Calls Meeting on Master Freight Agreement.

Presser has called a meeting on May 8 and 9 that 5 representatives from each area conference are expected to attend. The subject of the meeting will be the upcoming National Master Freight Agreement. Lest we forget, it was Presser who tried to sell the "Relief Rider" to the NMFA last year, and it was TDU that kept members informed and organized to save the contract. Now is the time to get ready for 1985.

Union Approves Ryder-Helms Merger.

The multi-conference change of operations committee met in Chicago on April 5 and approved the merger of Helms/Byrns with Ryder/PIE Nationwide. Both carriers are owned by International Utilities (IU).

IU had proposed a merger plan which tossed the dovetail principle out of the window, putting Helms/Byrns men at the bottom to fight over the crumbs. The final agreement was an improvement. All road drivers will be offered jobs, although the Ryder/PIE drivers will bid ahead of all Helms/Byrns drivers in the May 5 and 6 telephone bid. Helms/Byrns city and dock people did not fare as well in the deal.

The agreement has established a dangerous precedent; where the union's dovetail principle was discarded. Some locals did stand up for union principles, but clearly a united and strong stand is needed to get through to top officials who control these change of operations panels.

Union Settles for Stock at Branch.

In April local union officials met in Chicago and voted to go along with a proposal by the International that Branch Motor employees accept repayment of back pay in the form of non-voting stock. It will be paid at "book value" for money deducted illegally and in violation of the NMFA. The officials reportedly voted by a margin of over 2-1 to accept the deal.

Branch currently has an ESOP plan similar to Interstate's and Transcon's, but this stock will be separate from the ESOP. The union has not explained yet what "book value" will mean, or said whether the stock can be sold back right away, two burning questions of importance to all Branch Teamsters.



Brokers (cont.)

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But within days five brokers came in the yard to be loaded with LTL. CF was careful not to have men available when the loads were moved, and then drivers sat home for 24 hours.

Wyoming road driver, George Love, of Local 307, told us that the company has announced they will be using brokers because of what they call excess freight. He said they may be "getting set up for the contract."

So far, top union officials are letting them. The Central Conference has a meeting called for late April. The International is supposedly reviewing the situation by June 1. Drivers all over the system already have 'reviewed' this union-busting.

CF already has (non-union) Con Way, which the union has ignored. Now they steal jobs and prepare a fleet of strike breakers. What better leverage for the upcoming contract?

It's time to escalate rank and file activity. Stewards should use upcoming JACs to meet and demand national union action. All other Teamsters should back the CF workers, because if CF gets away with this, others are sure to follow. Every Teamster in the trucking industry has a big stake in it.

Interstate Cuts Service, Files Chapter 11

Interstate Motor Freight System, under pressure from a group of lenders, has filed for reorganization under Chapter 11. Interstate has claimed they failed to reach agreement with creditors on a way to restructure \$6.2 million dollars in debts.

The filing was made immediately after Interstate announced they were cutting back on their area of operations. The company plans to operate in the Northeast quadrant of the United States, while discontinuing service west of St. Louis and south of the Tennessee-Kentucky border. The company is estimating 2,000 workers will be laid off.

Harassment and Firings at McLean Spark Demonstration by Wives

McLean trucking company is continuing its wild assault on its workers, apparently bent on replacing UPS and Roadway as the most inhuman Teamster employer. But McLean employees are beginning to fight back.

20 wives of McLean employees in Lebanon, Pennsylvania put up an informational picket line on April 5 in front of the terminal. Inspired by a similar action taken by wives in Cincinnati, they were protesting the systematic harassment that Teamsters working at the Lebanon facility have been subjected to. The picket line drew the attention of the local media, bringing McLean's inhuman policies into the public eye.

Lebanon management has been stepping up the program of intimidation over the past several months, and the same problem has been occurring at other terminals. In Cincinnati, warning letters reached the incredible level of 300 in one month. At the Maybrook, N.Y. facility workers are being suspended for going to the bathroom, and talking to other employees in work areas.

8 Firings in One Month

The situation has been similar at Lebanon where members have received warning letters for anything from running on the dock to working with a "lack of intensity." There have been 8 firings in the last month, all of them on trumped up charges around productivity.

This is particularly confusing to employees because as recently as February, 1984 the terminal manager

called the Lebanon workforce one of the best in the system. Performance records and company awards to the entire workforce tend to back this up. Then why is McLean firing such good workers?

"What they want is to get worker competing against worker..."

According to Keith Schmidt, one of the fired dockworkers, "The Lebanon terminal has consistently been one of the most productive in the system. But this is management's game: to play one terminal against another. They can say to the Maybrook workers that Lebanon is more productive, and then come back and tell us that Maybrook is getting better productivity. In the end, what they want is to get worker competing against worker, while the company counts their profits."

In their press release the wives pointed out that, "The company chooses certain employees to be eliminated. Most of these men had over ten years with the company. We feel this tactic is McLean's way of taking advantage of the 30% wage

concession they took from the fulltime employees hired after October, 1983." (The Central Penn. Supplement has a sweetheart clause where new hired make 30% less.) "The threats and firings also serve to goad those who remain into higher production."

One wife pointed out that "things have gotten a little better since we began to raise some hell, but we're not giving up now. We're planning a protest at the union hall...to let the company and the union know that we're in this fight all the way. We're the ones bearing the costs, and they're heavy ones, of McLean's policies."

The wives also said in their statement that the local has not adequately represented the men, and even gone so far as to discredit the testimony of members at panel hearings.

Plans are also being made and money raised for a protest and picket at McLean's headquarters in Winston-Salem, North Carolina. As well, members from Lebanon and many other terminals have emphasized the need for greater communication between all McLean workers. For more information on the formation of a McLean network, or if you want to contact the Lebanon workers about their plans, please write the TDU office.

TDU Chapter 600 Backs Special Organizing Fund

Local 600 membership will be asked on May 20 to vote on a \$5.00 a month assessment for a one year period. This money will go to a special organizing fund and cannot be used for anything but organizing.

The fund will be used to pay small amounts for picket duty and expenses, utilizing the unemployed members of the local. A daily squad will be available for whatever picketing is needed. This positive step should help protect union jobs in the trucking industry.

The proposal is backed by the Executive Board of Local 600, and TDU Chapter 600 has endorsed it and put out a flyer urging members to come out and vote. As the flyer explains, "TDU Chapter 600 St. Louis Steering Committee fully supports this \$5.00 per month for one year assessment proposal to start our uphill fight to counter-attack the non-union scabs that have been taking accounts from union drayage and trucking companies in the St. Louis Area."

"...Unionism is the principle of combination and unity of purpose and action. This will help our brother members that are out of work, not only to restore their jobs, but this money will pay them for picket duty and expense on auto's they use. Let's get behind this...We have jobs to gain and solidarity makes our union strong."

Hopefully, more local unions will take this example of a positive proposal to heart, and start to take the steps needed to restore jobs and make the union strong.





Minneapolis strikers and police confront each other in the Market District of Minneapolis. Despite the massive opposition by the city's employers, the arrest of strike leaders and occupation by the National Guard, the strikers eventually won a major victory: union recognition, increased wages and protection for strikers in re-hiring. This was also despite the opposition of IBT president Daniel Tobin and president of the AFL, William Green.

The gains made in Minneapolis led to a major midwest organizing drive that brought thousands and thousands of unorganized truck drivers and warehousemen into the union, and laid groundwork for the future strength of the Teamster's Union.



A man wounded in the head being helped by two other men after a battle with San Francisco police on July 5, 1934. The event, called the "Battle of Rincon Hill," occurred during the strike by San Francisco Longshoremen. On that day strikers confronted roughly 800 armed police.

Workers from across San Francisco supported the strikers in their demands for a union hiring hall, better wages, and improved working conditions.

"A tradition to R

50 Years Ago . . .

by Nick Salvatore
New York State School
of Industrial Relations
Cornell University

1984 marks the fiftieth anniversary of one of the most dramatic years in American labor history. Back in 1934, the great depression still gripped America and some 20 million people were on relief, about one-sixth of the country's population. In certain parts of the nation the figures were even higher. In midwestern industrial cities, unemployment reached as high as 50 percent in Cleveland and 80 percent in Toledo, while in the black community nationwide, almost a third were unemployed and on relief. But even those who had work most frequently found that their hourly wages had dropped dramatically and they could only get part-time work. Yet three important strikes occurred in that year that helped to revitalize the labor movement and to restructure American labor relations.

Toledo Auto-Lite

On February 23, 1934, workers at a number of auto parts companies in Toledo, Ohio struck for wage increases, seniority rights and union recognition. After five days, they called off the strike when they received an offer to bargain from the largest firm, Toledo Auto-Lite. That April, when management refused to negotiate, Toledo's workers returned to the strike lines. In May, some 10,000 workers formed a picket line around the plant, imprisoned some 1,500 scabs inside, and fought pitched battles in the streets with local police and the Ohio National Guard. Perhaps the most important explanation of the strikers' solidarity was the fact that thousands of those on the picket lines were unemployed workers. Because the union men and women had developed a strong alliance with Toledo's Unemployed Council, those workers were allies and not potential scabs. In June the strikers won most of their demands, including union recognition.

I Remember When . . .

Jim "Blacky" Lunsford
Local 600, St. Louis

When I joined the Teamsters in 1939, times were rough and I needed the strength of a militant organization to protect me from the brutal strength enjoyed by companies. Organizing usually began by a brother member approaching a new hire and explaining the advantage of being union.

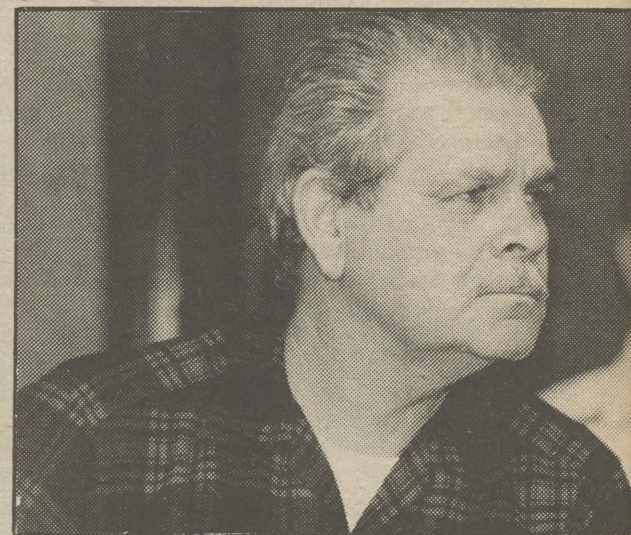
In those days we were iron men working on wooden docks under primitive conditions. We found we could trust our elected officers and organizers for they were dedicated to the Teamsters movement and continuously trying to improve working conditions.

Times came when a more militant approach was required—when a company backed by the local government refused to negotiate. As Teamsters we stood firm regardless of the name-calling, hired thugs, local police and, at time, the state guard. Those were violent moments in our struggle for recognition made bearable by knowing your union and your brother members stood fast.

Today we must return to basics, organize the unorganized, practice brotherhood and make our voice heard in our community, and elect honest and progressive officers who are dedicated to decent representation. We can best organize now by returning to the old ways: be a stand-up Teamster, talk unionism, attend union meetings and be proud of your union. As a sage once said, "The more things change, the more they remain the same."

Minneapolis Teamster Strike

At the same time, workers in Minneapolis conducted a four-month battle against the viciously anti-union, open shop employers of that city. Under the leadership of IBT Local 574, Minneapolis workers struck on May 15, 1934, to break the power of the open shop association and to organize all drivers and helpers in the city. The employers' group, the Citizen's Alliance, organized the police and what it called the Citizen's Army to fight the strikers. But in the famous "Battle of Deputies Run" on May 22, it was management's army that faced defeat at the hands of workers armed with bats, clubs and pipes. As in Toledo, negotiations followed and when they proved fruitless, the strike was resumed on July 16. On "Bloody Friday," July 20, a force of 50 heavily armed police, escorting a strike-breaking delivery



"Labor's Turning Point," a 44 minute film on the 1934 Minneapolis Teamster strikes, is available in videotape format from TDU, for use by TDU Chapters or individuals.

The film interviews many participants and features Teamster leader Jack Maloney, who addressed last year's TDU Convention as a featured speaker.

Rental: \$10. Contact TDU office for more information.

Remember and Honor"

truck, confronted a large group of picketers—and opened fire. Sixty-seven union people were wounded, two killed, and many were shot from behind. Six days later, the National Guard occupied the city, arrested 574's leaders and prepared to accompany even more trucks through the streets. Minneapolis workers again skirmished with police and the Guard, but by later August they had won a major victory: union recognition through labor board elections, salary increases, and strikers were given preference in re-hiring.

San Francisco Maritime

That same summer San Francisco's workers joined a general strike that broke the power of that city's management group, the Industrial Association. It began with a Longshoremen's strike for a union hiring hall and improvements in wages and work

conditions that May. In June, after continued employer resistance to negotiations, local Teamsters, in opposition to their own leaders, voted not to handle any cargo unloaded by scab workers. Through May and June, the Longshoremen also rejected the advice of their leadership, especially Joe Ryan, president of the International Longshoremen's Union, who sought an unauthorized compromise with the employers. On July 3, 1934, the city's police chief deputized over 700 armed men and ordered them to protect the trucks as they crossed the picket line to the waterfront. Four hours of brutal combat followed. On July 5, in the "Battle of Rincon Hill," some 800 armed police confronted thousands of strikers and workers from other industries. Two were killed, sixty-seven injured, and the National Guard occupied the city that afternoon. As rumors of a general strike spread, workers, management and politicians awaited the results of the July 8th meeting of IBT Local 85 on whether the Teamsters would support a strike. By more than four to one, the Local supported the call for the strike, and once again sharply opposed their own leaders. Workers in the city and across the Bay joined in an impressive display of unity and, in the face of physical intimidation, charges of un-Americanism and strong opposition from management and some labor officials, ultimately won a major victory for the waterfront workers in San Francisco.

These strikes suggest a number of lessons of importance for unionists today in their militancy, the solidarity with all workers, even the unemployed, and their willingness to confront, intelligently, the opposition. But perhaps the most important lesson reminds us that as citizens and as working people the men and women in 1934 refused to allow employers, anti-union politicians or, at times, their own leaders to define for them the meaning of either their political or their economic rights. That is a tradition worthy to honor and remember today.



During the Minneapolis Teamster's strike, the Citizen's Alliance used "special deputies" to protect scab trucks in an attempt to break the strike. Here strikers clash with the deputies to keep the trucks from rolling.



Above, a scene from the 1934 Teamster strike. Left, Blackie Lunsford, member of Local 600 in St. Louis, remembers the sacrifices that were made to build the Teamsters Union.



In 1934 workers at several auto parts companies in Toledo struck for better wages and union recognition. They were able to win their demands through unity with thousands of unemployed Toledo workers. Instead of acting as scabs in the plants, the unemployed supported the strikers on the picket lines. Above, a scene from the strike.

All pictures courtesy of The Archives of Labor and Urban Affairs, Wayne State University, except photo of Blackie Lunsford, which is by Jim West.

TDU Meets

Bay Area TDU

Sunday, April 29—7:00 pm
1820 Hopkins
Berkeley, CA
(for more info, call 783-5872)

BC/Yukon Area TDU

Thursday, May 3—7:30 pm
Rio Hall, 3325 Kingsway
Vancouver, BC

Cinco de Mayo Celebration

Sunday, May 6—12 noon
parade begins at corner of
Main St. and East Branch,
ends at Callaghan Park
Watsonville, CA

Des Moines Area TDU

Sunday, April 29—1:00 pm
3208 61st Street
(near the Merle Hay Mall)
Des Moines, IA

Dubuque Area TDU

Saturday, April 28—6:30 pm
Moose Lodge Meeting Room
Between Main St. and Iowa
(Use the 12th St. Entrance)
Dubuque, IA

Hudson Valley TDU

Sunday, May 20—6:00 pm
Maybrook Firehouse
Maybrook, NY

Los Angeles TDU Social

Saturday, May 5
Meet the ISC members
For more info call 966-7154

Marion Area TDU

Sunday, May 6—1:00 pm
Maybelline's Restaurant
(South U.S. 37 Bypass)
Marion, IN

Northeast Educational TDU Conference

Sunday, May 20—9:00 am to 4:30 pm
Motel 6
(Use exit 24 off I-94)
South Deerfield, MA

Ohio & Michigan Educational Conference

Sunday, May 6—9:00 am to 4:30 pm
University of Toledo Continuing
Education Center
(corner of Bancroft & Douglas)
Toledo, OH

Portland Area TDU

Sunday, May 6—9:00 am
St. Patrick's School Hall
1251 Congress
Portland, ME

St. Louis Local 600 TDU

Third Sunday of the Month
(following Local 600 union meetings)
Amvets Post 88, 8449 N. Broadway
St. Louis, MO

Seattle Area TDU

Saturday, May 12—10:00 am
Nisei Veteran's Hall
1212 South King St.
Seattle, WA

Twin Tiers TDU

Saturday, May 5—5:00 pm
Horseheads American Legion Hall
Horseheads, NY

West Coast TDU Conference

June 2 & 3
University of California, Berkeley

Is your Chapter having a meeting? If so, let us know ahead of time so that it will be in **Convoy Dispatch**.

Want a meeting in your area? Let the office know and we'll help set one up.

Las Vegas Culinary Workers

Strikers Standing Strong

Newspapers across the country have shown scabs running down pickets at the giant casinos, and have listed the daily rise in the arrest count as the powerful National Resort Assoc. (NRA) has used all of its connections with state and local government in Nevada. This coverage, showing heavy attacks against the striking workers, is only half of the story.

The real story in Las Vegas is that of a strong and united membership which is holding firm in their strike, and of a growing solidarity between different unions in the face of this outright assault on the labor movement.

At 6 am on April 2, approximately 17,000 members of four unions (Culinary, Bartenders, Stagehands, and Musicians) went out on strike against the 20 hotels of the NRA (see list this page). These unions, with a combined membership of over 30,000 represent the largest labor force in the state of Nevada. They are up against the NRA, which includes the biggest corporate hotels in Vegas, such as the Summa Corp. and the Hilton chain.

The NRA is coming off of successful take-away efforts made against the Teamsters (Local 995), Electricians, Operating Engineers, and Painters in 1983 and obviously intends to show that they can do the same again.

The NRA has gone so far as to make a "suicide pact," agreeing that the first one who pulls out of their coalition

will have to fork over \$750,000. It should be understood that this is small potatoes compared to the incredible profits reaped by these employers.

Many of these hotels and casinos were built with money loaned by the Central States Pension Fund. Both the Stardust hotel and the Desert Inn were financed by money from the fund. Caesar's Palace, also one of the struck hotels, was lent over \$20 million between 1965 and 1972.

In response to the NRA's offensive, the striking unions have organized massive rank and file participation, starting with contract bulletins on the progress of negotiations, and moving to mass picketing and marches of thousands of members down the famous "strip."

One such march, on April 14, stretched for more than a mile, blocking traffic on the strip for more than two hours.

IBT Local 995 Sec.-Treas. Dick Thomas spoke, saying that there was only one good way to get the attention of the resort owners, "grab 'em by the balls and their hearts and minds will follow." While IBT Locals 14 (delivery drivers) and 631 (garbage drivers) have been honoring the line, Thomas's Local 995, which represents the front desk and valet parking at the struck hotels, has had to cross the picket lines.

Local 995 has a contract clause

saying that they must wait until 30 days into the strike before going out in support of the other unions. This clause came about after a previous administration in the Culinary Union secretly negotiated a similar ten-day waiting period in 1980.

When the 30-day period is up, Local 995 members will vote on whether to honor the picket line. As 995 Trustee Charles Simmons told *Convoy Dispatch*, "It's a sad day, when our Teamster members have to vote on whether to honor a picket line, something which should be automatic from the start."

As CD goes to press, there are reports of a breakthrough in the negotiations but until the strike is settled, all Teamsters and other unionists should continue to boycott the struck hotels and support these workers for giving such a strong example to the entire labor movement.

Please do not patronize: Caesar's Palace, Flamingo Hilton, Las Vegas Hilton, Silver Slipper, El Cortez, Golden Gate, Sam's Town, Holiday International, Treasure, L & W Inc., Imperial Palace, Golden Nugget, Castaways, Frontier Hotel, M.G.M. Grand, Tropicana, Four Queens, Las Vegas Club, Showboat, Hacienda, Paddle Wheel, Royal Las Vegas, Hotel Continental, Palace Station, Desert Inn, Holiday Inn Hotel, Sands, California Hotel, Marina, Mint Hotel, Union Plaza, Holiday Inn South, Sahara, Western, Westward Ho, and Vegas World.

New President, Changes for Local 707 in New York

Jeff Ferraro, Local 707
Vice-Chairman Long Island TDU

At the April 10, 1984 Local 707 general meeting, president Louis Alimena retired. He named Anthony Distinti as our new president. Distinti was appointed a trustee of 707 a few months earlier. He already is president of Local 277, and received special permission from Jackie Presser to control two local unions.

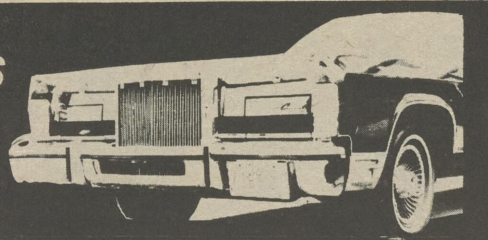
Since being in 707, he has promised many changes and already made some. For example, every Wednesday night the shop stewards and assistants can attend labor classes at the college, with the local picking up the tab. Perhaps it will be similar to our TDU educational programs.

Distinti has also said he wants to have area membership meetings so that everyone can attend. This is important to us on Long Island and also to the many fine members in the Hudson Valley who have repeatedly asked for meetings in their areas.

He also promised to pull the membership back together, which is needed because the union is nothing at all without solidarity. We have to let them know in the "Marble Palace" that we will not accept a contract like we were forced to accept in 1982.

Local 707 may be opening up some to the membership. All Teamsters in the local should participate and make our voices heard again.

Your Dues Pay for This?



Salvatore Provenzano Sentenced.

Salvatore Provenzano, president of Local 560 in Union City, New Jersey, has been sentenced to three years in prison and fined \$16,000 following his conviction for operating a scam where hundreds of thousands of dollars in union welfare funds were paid for unauthorized dental work.

Also sentenced were Jack Dwyer, Local 641 president; Jack Spero, V.P. of the same local; Gerald Hogan, a former Local 660 president and Marvin Zalk, a welfare plan administrator. Provenzano received the stiffest sentence.

Unfortunately, the federal judge for the case refused a request that Provenzano and Dwyer immediately be removed from office, allowing them to continue running local unions while they are free on appeal. The judge also delayed sentencing three other defendants in the case, one of them Salvatore's brother, Nunzio, who is already serving a ten year sentence for labor racketeering.

Bennett Caught in Bingo Bilk.

The state has revoked Des Moines Local 147's license to run a bingo operation. Under an Iowa state law, 75% of gambling income, after prizes, is to go to charity. The proceeds from Local 147 president Vernon Bennett's "Bingo Buddies" were to go to the Easter Seal Society to help crippled children at their Camp Sunnyside. Camp Sunnyside got \$57,481 from Bennett for six months of bingo operations, but also got a bill for \$55,617 in expenses!

As Rolfe Karlsson, Easter Seal Director, wrote to Bennett "Some of these expenses would be difficult to explain if anyone asked, and I'm praying they won't." Unfortunately for Bennett, someone did.

Bennett has also come under fire for an unusual situation at ANR Freight/Graves Truck Lines. Bennett gave the company a special cut-rate deal on new hire wage rates and, coincidentally, the company has hired many friends and relations of Bennett.

When asked if hiring based on family ties is fair, ANR President Charles Eggleton responded, "Is life fair?" When asked, Bennett denied the charges of any payback.

Hang UPS News of UPS Workers

Illinois UPS Teamsters Meet About Contract.

Representatives from 9 UPS centers in Illinois met in Galesburg, Ill. on Saturday, April 14, to make plans and set up communications for the upcoming contract negotiations in Local 710.

Local 710 represents over 4,000 UPSers throughout the states of Illinois and Indiana, and has a separate agreement from the Master UPS contract.

"This is the first time anything like this has happened," said TDUer Jim Wardell. "We're beginning to work together to keep the avenues of information open between all UPS Teamsters in 710, and hopefully we can continue to coordinate activity among all the centers and hubs in the area."

The Local 710 UPS network has established contacts in over 50 centers in Illinois and Indiana. Indiana UPSers are planning a similar conference in the near future with further plans in the works for a larger strategy session between the two states. "Communication is the key to our having any influence over the next contract round," said Wardell. "We agreed here to start a newsletter for 710 UPSers and to put out a survey covering what people would like to see negotiated in the next contract. Our network is growing here in Illinois and Indiana. We know UPS is getting ready for the contract, and we're sure going to be ready too."

UPS Agrees to DRIVE Checkoff.

Question: when does UPS give up something for nothing? We all know this is not the company's negotiating style. But...UPS has agreed to have a weekly national checkoff for DRIVE, Presser's political action program. With your consent \$1 or more will be taken out of your check every week. What has UPS gotten in return for this gift to Jackie Presser?

TDU learned several months ago that this DRIVE checkoff was the union's priority for the year at UPS. At the same time we learned that Presser favors giving UPS a separate contract or sweetheart deal on the Next Day Air Operation next year. Perhaps this will be Jackie's return "gift" to UPS.

Maine Part-time Dues Reduced.

Another important victory for part-timers has been scored in Local 340 out of Portland, Maine. Part-timers there will now be paying \$18 in dues. The reduction came when members made the Local officers aware of a recent similar decision in Local 404, Springfield, Mass.

But Local 340 TDU members ask: "What are other locals doing about this problem?" Part-timers making \$4 to \$5 less an hour shouldn't be forced to pay the same rate of dues. If you want more information about these cases please contact the TDU office.

Scratch One Snitch.

A part-time clerk out of Local 150 in Sacramento had the bad habit of running to her supervisor every time that her co-workers made a mistake. She was warned about this practice many times, but told her co-workers "there is nothing you can do about it."

She found out differently recently. She was cited by the Executive Board of Local 150 for violating Article 19, Section (b) (2) of the IBT Constitution, the oath of loyalty (snitching on a fellow Teamster).

Her supervisor threatened the four people who brought charges against her with the loss of their jobs. He also stated that if she lost the case that UPS would pick up the tab. In March she was found guilty as charged, and fined \$200 by the local. She is now considering going into management.

\$5 Million Sexual Harassment Suit Filed Against UPS.

A package car driver from Sacramento, California has filed a \$5 million sexual discrimination lawsuit in federal court against UPS. Denise Breedlove is suing for back pay, and punitive damages against the company for harassment, being assigned to longer routes than men with comparable seniority, and being paid at a different rate.

57 Weeks Until the Expiration of the Contract.

Fed up with the day to day mental anguish of working for UPS? Concerned that the International Union will do nothing in the next contract to improve conditions? Then don't wait. Join TDU. Attend your local union meetings and spread the word that 1985 will be the year that UPS Teamsters get the contract they deserve.

UPS Orders Worcester, Mass. BA Off Property.

Worcester, Mass. BA Bill Miley was making his rounds at the Hub recently when supervisor Bobby Gerrard ordered him off the property. As one Worcester driver explained, Gerrard was "feeling more stupid than usual." Apparently so, because as Miley informed him of his duties and rights as BA and continued to make his rounds, he was jumped by a security guard and manhandled. Assault charges have been filed by both sides, and the hearing has been continued until May 6.

TDUer Elected UPS Chief Steward in St. Louis

TDUer and part-timer Bill Bauman has won the position of chief steward in St. Louis Local 688. Bauman beat Executive Board member Pete Youngcourt by a margin of 155-115. Also winners were Henry Berger for chairman and Gary Lucas for secretary, both backed by Bauman.

Bauman attributed his victory in part to a two page campaign flyer he produced and distributed. The flyer stressed his long record of active involvement with the TDU movement and his opposition to the last contract.

This was a record turnout for this election by the 1,700 UPS members of this local, and Bauman was as pleased with this as he was with winning. As his literature stated, "I will not be disappointed if 250 people voted and I lose, but I will be truly disappointed if 50 people vote and I win." In order to vote members had to attend their March union meeting.

Bauman was the first part-timer ever elected to be chief steward in Local 688. As he stated, "one lesson of

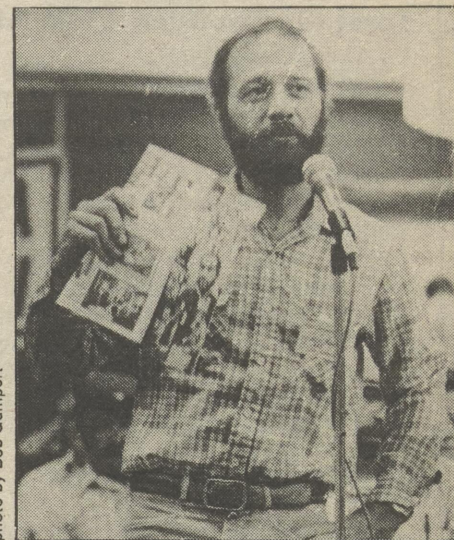


photo by Bob Gumpert

Bill Bauman, Local 688.

this election is that part-timers are part of the union. People are working together, and will continue to."

Local 688 bylaws are different from many locals, and provide for these elected positions in the UPS division.

Portland, Oregon

Driver's Survey Shows Attitudes About UPS and Union

UPS driver shop stewards from Local 162 in Portland, Oregon started putting together a survey in the fall of 1983. The stewards felt that they needed to know both the feelings of the people they represented and to get them thinking about the upcoming contract. In January, 151 drivers responded to the 70 question survey, which sought opinions on their attitudes towards the company, the International, the local union and their shop stewards.

Results of the survey show that the majority of Portland drivers know they are being ignored by the union and manipulated by the company. Only 18% felt that the IBT had the rank and file's interests as their highest priority. UPS continually mentioned the fierce nature of its competition during the last contract negotiations, yet 81% of the respondents said that it had been longer than 1 month since they had heard of any competition.

Only 24% of the drivers felt that it was possible for them to retire from

UPS as a package car driver. On the question of the mandatory hour lunch, 96% of the drivers felt that it was a calculated method by UPS to get some employees to take less lunch than they claim on their time cards. The lesson of the last contract stuck with 49% of the drivers who said they were putting money aside for the next negotiations.

The stewards realized that they had a lot of work to do with their own people as 70% didn't fully understand the grievance process, 60% felt that unions were a necessary evil and only 50% took the full amount of lunch that they claimed on their time card.

In April 84 Portland drivers met with TDU organizer Mike Johnston to discuss UPS Next Day Air operations, the upcoming contract and the origins and goals of TDU. This meeting also candidly dealt with rumors that TDU was anti-union or a communist conspiracy. Such discussion will give drivers a sense of balance if they get attacks on TDU from management or the union hierarchy in the coming year.

Keep the Rank & File Informed!

For just a few dollars each month, you can get a regular bundle of **Convoy Dispatch** from TDU. Subscribe today and we'll start your bundle sub with the next issue. You'll be billed for future bundles. Just \$3 for 10, \$4 for 20, \$5 for 50, and \$9 for 100. Remember, knowledge is power, and **Convoy Dispatch** is the only reliable source of Teamster news.

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Warehouse ☐ Other _____

Bundle size: ☐ 10 (\$3) ☐ 20 (\$4) ☐ 50 (\$5) ☐ 100 (\$9)

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(Names are kept confidential from employers and union officials.)

Grocery News

Local 445 Teamsters Strike Shop Rite.

Local 445 Teamster members who work at the Shop Rite grocery warehouse in Middletown, New York are on strike against their employer. The major issue is wages—these Teamsters make \$8 an hour, roughly \$5 below most other Teamster grocery contracts, and over \$5 below what Shop Rite Teamsters make at the Elizabeth, New Jersey warehouse.

Shop Rite has also imposed a tough production system, another issue of concern to these Teamsters.

Management is already operating partial production with scabs. Hopefully, Local 445 will take positive steps to deal with this, including building unity with the clerk's union and with the Jersey Teamster locals, where picket lines could be legally extended in response to management scab herding.

The Hudson Valley TDU Chapter is organizing to provide support and solidarity from other local Teamsters. Hudson Valley TDU can be reached at Box 174, Maybrook, N.Y., 12543.

Super Valu Profits Up 12.8%.

Super Valu, the country's largest grocery wholesaler, reported a 12.8% rise in profits for 1983, reaching over \$76 million on sales of nearly \$6 billion.

Michael Wright, chairman of Super Valu, said that profits for the wholesale food division were above expectations, and these profits came in spite of low inflation and the start-up costs for new divisions in the south and west.

Wright did not mention whether this rise in profits had anything to do with

the company's subcontracting of drivers' work at an increasing rate, or the outrageous demands made by productivity plans in its warehouses. The company made no announcement that it would discontinue these practices or share any of these "above expectations" profits with those who were responsible for them.

Kroger on Subcontracting Spree.

Kroger has escalated its attack on drivers' jobs by subcontracting work at lower pay. At least 40 jobs are at stake in 4 different situations in Ohio. At least 8 jobs hauling bread from the Cleveland Kroger Bakery to an outside account in Pennsylvania, Maryland and West Virginia are being hauled by drivers out of Cleveland Local 52 for about \$10 an hour and 20c a mile.

Also under attack are a number of milk runs out of Newark, Ohio Kroger Dairy. Deliveries to 9 stores along I-80 in Pennsylvania have gone back and forth as Kroger has tired twice to sell these stores, following the sale of 54 stores in Pittsburgh. Kroger is trying to shift these runs to Tennessee Cartage at drastically reduced rates.

Milk runs to Northern Ohio stores, which has previously been done by Columbus drivers are being shifted. And finally, Kroger is threatening to divert all milk runs out of Newark from Kroger drivers to Tennessee Cartage drivers.

At least 5 bread runs from Cleveland to Detroit have also been shifted from Cleveland Kroger drivers to Local 52 drivers who apparently are working under a driver leasing set up.

Grievances against all these shifts have been filed out of Cleveland and are at various stages of the grievance procedure. All of these lost jobs could have been prevented easily before additional confusing language on subcontracting was allowed into the contract in 1979 by Robert Holmes, the Union's chief Kroger negotiator.

Local Counters Production Standards with Alternative

by Wilson Overall
Local 595, Los Angeles

The article in the March *CD* on production standards in warehouses showed the problems with these plans. The IBT leadership has been unable to stop them or is stuck in stone-age thinking, unable to figure a way to balance protection of workers with the boss's desire for production.

Our local, Los Angeles Local 595, has taken initiative and been aggressive in coming up with a counterplan to provide a measure of protection for Teamsters, especially older workers and women.

Local 595 Secretary-Treasurer Jerry Vercruse devised such a plan and got it implemented at a few food warehouses in the LA area.

The union officials realized once a production plan was put in by the company they would tend to weed out older or slower workers and the standards would move up and up. They also realized that once a plan was in it would be difficult to get out. They felt it would be difficult to stop the plans altogether, especially after the 1978 grocery strike in northern California, where the International Union would not back the strikers. In the end, Safeway imposed its vicious MTM production system.

So Local 595 hired expert consultants and developed a counter plan. This plan protects individual workers by having an agreed-upon crew average rather than an individual average. This allows faster workers to pull up the average of slower workers.

And the employer cannot single out individuals. Vercruse stated, "This is in the best tradition of unionism, in that brothers and sisters work together to help each other." Also, faster workers earn time-off incentive. They protect themselves from burning out by earning days off for exceeding standards.

The leadership of 595 has urged workers to take the time off rather than bonus money, to protect their health. Unfortunately, for some workers by the time they realize this is good advice, it may be too late.

The plan has been in effect for nearly 3 years, and has paid off for the companies, with productivity up at least 20% and paid off for the workers in bonuses and time off.

It was an innovative idea pushed by

Jerry Vercruse and the 595 officials. I am also aware that the leadership of Local 559 in Hartford, Connecticut used the same outside experts and a similar plan is in effect in grocery warehouses there.

It's time for more local officials and especially the top IBT hierarchy to get into the twentieth century and come up with alternatives to the management productivity schemes some employers are imposing on Teamster members.

Delivering Freight During the Olympics

by Doug Allan, Co-Chair TDU
Trustee Local 208

As many of you know, the summer olympics are to be held in Los Angeles July 28 to August 12, 1984. It would seem that this would be beneficial to everyone in the Los Angeles area. It will be a proud time for Los Angeles. But out of everything good some bad must come. There are going to be about 12 locations where the olympics are going to be held. About six of them are in the congested downtown area of Los Angeles. Many of the streets will be closed, and some events will be held right on the freeways.

There are large areas where no trucks will be allowed between the hours of 6:00 am and 11:00 pm. There will be no parking areas and all vehicles, no matter how large, will be towed away.

Of course there is also the "Big Green Demon"—money. Hotel rates have tripled. Rooms in private houses are going for up to \$100.00 per night! Restaurants and hotels are refurbishing their facilities. There is no doubt that they will raise prices to pay for it. Many people will make a lot of money from the olympics, but this writer's

concern is for the worker.

The Olympic Committee has suggested that people who work in the area go onto night shifts where possible, and that deliveries be made at night. Yellow has told its drivers at the downtown terminal they will be on nights and people can take the time off if they want.

The Employer Proposal for Olympics Relief (from July 25 to Aug. 28) includes: all bids canceled; no 40 hour guarantee; seven day work week; four 10 hour shifts, with no overtime after eight hours, at the employers' preference. Road runs will be changed to meet-and-turns. The employers do agree to relax discipline for delay-of-freight due to congestion, and to allow employees to take their personal and birthday holidays during this period.

As usual, when someone has to suffer for the cause it has to be the worker. But this writer wonders if the employer will discover that it is cheaper to deliver freight in downtown Los Angeles at night, as many companies do in New York City.

We should work with the union to make sure this doesn't become a foot in the door for permanent changes.

Signal Drivers Turn Down Concessions

Teamsters at *St. Joe, Michigan* voted 45-8 on April 21 against concessions proposed by Signal Delivery. The company has used the threat of closing the board, as they have at virtually every domicile in the system. The proposed give-backs included putting the bulk of the drivers (except 22 red-circled) under substandard agreement (\$11 per hour, 28c per mile for teams) and then hiring under the so-called "Ohio Rider," Signal's cut-rate deal in Presser land.

The *Evansville, Indiana* drivers are also fighting a concessions move, which is this time spearheaded by Local 215 BA Arthur Buchanon. He has worked overtime trying to get drivers to sign a petition to authorize a red-circle deal and future hiring under the low-rate rider. (Does he ever work like this for the drivers?) Some drivers then countered with a petition of their own, and got a majority of the drivers to sign against the deal. Any such give-back must be voted on by a secret ballot after proper notification, as the drivers' letter sent to the hall notes.

So far Signal drivers are hanging tough at a number of terminals to keep the give-aways out. Look for the upcoming contract to be the big push; these deals are the softening-up process. That is why a united rank and file movement of Signal drivers is so crucial at this time.

Meanwhile, the grievance on team drivers out of Ohio was reportedly won; the low-rate team drivers are supposedly not to come into terminals and pull outbound freight if there are any drivers in that terminal. That's good news, but no one has seen it yet in writing, or seen how it will be enforced.

TDU Chapters on the Move

Watsonville, Cal.

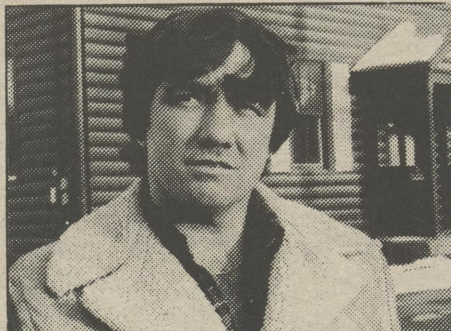
by Jose Lopez
Local 912, Watsonville, California

Watsonville, with its large Mexican and Chicano community, has never had a citywide celebration of Cinco de Mayo, the day in 1862 that Mexican troops defeated the French soldiers who were occupying their country. This year TDU, along with many other community groups, plans to celebrate Cinco de Mayo and the struggle for Mexican independence as well as to celebrate the current struggles of cannery workers in Watsonville.

We plan to have a parade and a celebration on Sunday May 6 at which we will show a play about our lives and struggles. We want to show our community the exploitation and racism inside the canneries. We want to tell the community about our low wages in an industry that makes millions of dollars every year. We want to tell about how the union officials help the bosses to exploit us. And finally, we want to show how the bosses use the immigration authorities whenever a group of us gets together to learn our rights and defend ourselves.

We want to do all this in the spirit of

celebration, and in the spirit of fighting back. The march will begin at noon at the plaza on the corner of Main St. and East Beech in Watsonville. We will march to Callaghan Park. The play and barbeque will follow.



John O'Brien, Local 445.

Hudson Valley, New York

Over 100 Teamsters from around New York state attended a TDU Educational Conference on April 7 in Maybrook New York. The Conference was sponsored by the TDU Hudson Valley chapter.

Ken Allen, Yellow Freight worker and TDU activist from Local 707 said, "We found the conference to be very informative. One of the best things to

happen was to see more people participating from Local 445. I wasn't really aware of the big problems they seem to be having. In fact, it made me glad to be a member of Local 707."

The conference focused on the subjects of legal rights, using the grievance procedure, and exploring new ways to build TDU in the local and on the shop floor level.

Besides the educational workshops, the conference also served as a starting point for Teamsters around the state to begin building an organizing network around the upcoming national agreements in freight and UPS. Eight New York locals were represented along with a delegation from Local 429 in Lebanon, Pennsylvania. The brothers and sisters from Local 429 were there to tell of their recent protests against harassment at McLean.

"It's great to see some solidarity and unity among Teamsters," said John O'Brien, Hudson Valley Chairperson. "We've learned a lot in the last few months and hopefully we'll continue to bring more and more Teamsters together."

Plans are being made to continue the growth and success of the Hudson Valley Chapter through the distribution of their new chapter newsletter.

Seattle

by Bob Hasegawa
Local 174, Seattle

On March 17 in Seattle there was a rally in protest of a new barge operation to Alaska, that will be operating non-union. The rally was organized by the Teamsters and the Longshoremen's Union. Officers from both unions spoke at the rally, as well as representatives from other unions and the commissioner of the Port of Seattle.

These people should be commended for their work, but the real glory goes to the people who lined the streets, solid from side to side, over three blocks long.

As well as Teamsters and Longshoremen there were members from the Machinists and Building Trades, service employees and housewives with their children. This shows that people know what is happening to them and the threat to their jobs by non-union operations like this and others like it.

It was very gratifying to see all of the young people who were present, knew what the situation was and were out to help do something about it. They should be highly commended.

June 2-3, Berkeley, California

TDU Western States Conference

From Watsonville to Denver, from L.A. to Seattle, from Sacramento to Alaska, TDU has been growing in the West among Teamsters in every industry, every nationality, men and women.

TDU is growing every day, but our movement depends on people — like you — who are willing to get involved. That's why you should come to the TDU Western States Conference on June 2 and 3.

In the past year TDU has:

- Played a major role in defeating Presser's "Relief Rider" to the Master Freight Agreement.
- Started to build strong networks at freight companies, UPS, tankhaul, cannery companies and others.

- Led the fight for strong and democratic local unions.

This conference is your chance to meet and learn from other Teamsters who care about our union and are doing something about it — and winning. This is a chance to have your say in what TDU will do over the next year around the contracts which will be expiring all over the West.

It will also be a chance to meet and talk with the TDU National and West Coast organizers, as well as experienced labor attorneys and other experts who will be leading workshops. Also on hand will be many Teamsters experienced in the negotiation of contracts, running for local union office, handling grievances and publishing newsletters.

Main Session

- **Strength through unity.** This is the theme of the conference and the main session will be a chance to see the great diversity within TDU, and to hear reports from all over the West.

Workshops

- Your Legal Rights as a Teamster
- The Grievance Procedure
- Running for Union Office
- Western Teamster History
- Labor/Community Alliances — Lessons from the Canneries
- Back Injuries — Prevention, Treatment and Legal Remedies
- Organizing Women Teamsters
- Shop Floor Organizing
- Participating in Your Union Meeting

Industry Meetings

- Freight
- Food Processing
- Grocery and Warehousing
- United Parcel Service
- Tank Haul Drivers

Special Events

- **Saturday Banquet and Party.** A sit-down banquet on Saturday evening with delicious food, cash bar, entertainment and special guest speaker. Cocktail hour begins at 6:00 pm, dinner at 7:00 pm.
- **Sunday Barbeque.** The closing event of the weekend will be a chicken barbeque on Sunday afternoon at 1:30 pm, with a special presentation of "The Tale of Juan Obrero" by Watsonville TDU.

REGISTER NOW... SAVE \$5!

Postmark your registration by May 11 and receive a \$5 reduction in registration fee (\$2.50 for one day).

Name

Address

City State Zip

Phone () Local Union No.

If you are a low-income Teamster (seasonal or unemployed or on strike) you are invited to attend the Conference for \$15 for the weekend, including food, registration and housing. Indicate low-income in the box to the right.

To help offset travel costs, \$5 discount for those travelling from Southern California and \$10 discount for those travelling from out-of-state.

Mail to: TDU, Box 8548, San Jose, CA 95155 • 408-971-1035

Conference Registration		# of Persons	Total
Saturday & Sunday	\$49		
Low income (seasonal or unemployed or on strike)	\$15		
Saturday only	\$33		
Sunday only	\$18		
Banquet only	\$13		
Barbeque only	\$7		

Housing		Fri. Sat.
Single room	\$25	
Double room	\$17	

Childcare		# of Children

If you are not currently a TDU member, **JOIN NOW.** \$25 for a year's membership and a year's sub. to **CONVOY-DISPATCH.**

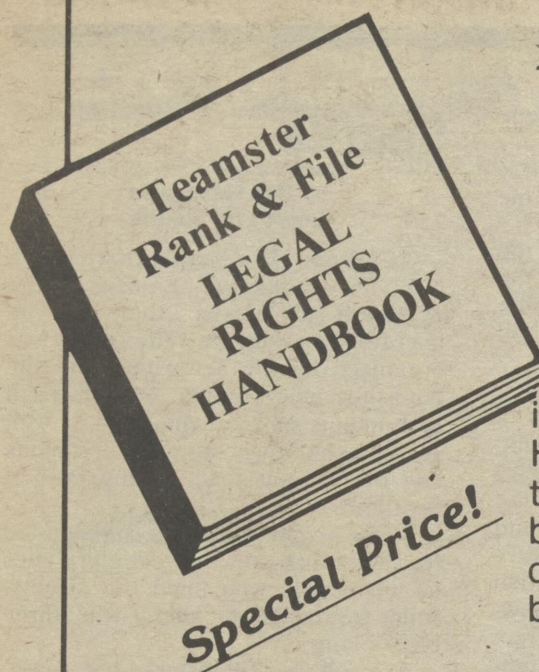
Total amount

Less reduction for early registration and for registration reduction due to distant travel.

Total amount enclosed

Be There!

TDU
West Coast
Conference
June 2 & 3
University of
California
Berkeley Campus



Revised, Updated and Expanded Edition Teamster Rank & File LEGAL RIGHTS HANDBOOK

*with information on the latest cases affecting you
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—Doug Allan
Trustee, Local 208
TDU Co-Chair

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—Michael Goldberg
Professor of Law
Rutgers University

Answers your questions on:

- ✓ Uses of the NLRB
- ✓ The Grievance Procedure, the Labor Board and the Courts
- ✓ Safety and Health
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- ✓ Discrimination
- ✓ Laws Affecting Employment
- ✓ Also Includes New Glossary of Legal Terms

Yes, I would like _____ copies of the Legal Rights Handbook at the special price of \$4 each. This special price is for TDU members ONLY until May 31. Orders will not be shipped before May 31.

☐ I would like to order _____ copies of the Legal Rights Handbook at the regular price of \$7 each (\$5 ea. for 5 or more).

Name _____ Address _____

City _____ State _____ Zip _____

Local No. _____ Phone () _____

Send to: TDU, P.O. Box 10128, Detroit, MI 48210 • (313) 842-2600

Cuts in Loading Pay Increase Damages

Carhaulers at many companies report that requests for excess loading pay are routinely being returned with the pay denied or drastically cut, even though management does not contest that the time was spent. This seems like a simple case of theft by management and just another example of their hypocrisy.

But this practice has more costly and even deadly consequences. If drivers know they won't be paid, they are much less likely to run back and forth around their truck to move the safety pins after each move of a ramp. A year ago Joe Wahlton of Commercial Carriers Inc. (CCI) in Dearborn was loading a dual wheel strip chassis with very tight clearance on the sides. When the dual wheels broke a connection on the hydraulic line holding the upper ramp, the ramp came down with no safety pin to catch it. Wahlton was crushed and died. CCI was fined by OSHA in the case. Management protests about safety practices ring very hollow when they steal the money for the extra time these practices take.

The February issue of CAT's "Flint Connection" asks drivers to set a personal goal of eliminating cargo damage. Maybe L.E. Vollmer, CAT area manager, calls it a personal goal because he doesn't plan to pay drivers who take the extra care and time to avoid damage.

A study done a few years ago, when

Anchor was introducing flat-rate, incentive loading in the east, showed that an average per/unit damage of nearly \$70 canceled any savings to the company. At that time Boutell paid all excess loading time and had an average damage of \$6 per unit.

Management knows it is stealing this money. If a driver fights for it, they usually pay. But many drivers give up—they don't want the hassle or to get management mad. The effect is reduced respect for the contract and the union by management and by the members.

Does it pay to fight for your money? One Flint driver collected over \$1,900 last year by contesting short payments.

Save the Date!

**TDU Convention
Oct. 13-14, 1984
Chicago, Ill.**

**You can't afford
not to be there.**

JOIN TDU!

"Here are five questions that all Teamsters should ask themselves:

1. Are you ready for the 1985 contract negotiations?
2. Are you ready for another news blackout around these negotiations?
3. Do you remember the special contract bulletins and information put out by TDU during the last contracts and the "Relief Rider"?
4. Do you want to see a better contract in 1985?
5. Have you joined TDU?

—Charlie Helton
Local 515, Chattanooga, Tenn.
TDU Int'l Steering Committee

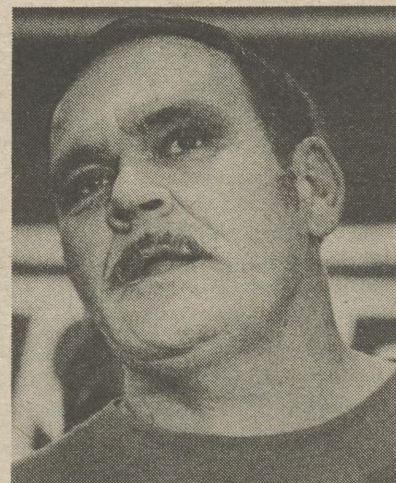


photo by Bob Gumpert

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

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City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other _____

☐ \$25 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$60 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 annual dues for spouses, retirees, and Teamsters who gross less than \$12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)